

**2013 IAFF NEGOTIATIONS
TENTATIVE AGREEMENT***

TERM

July 1, 2013 – June 30, 2014

OTHER TERMS


The terms contained in the Memorandum of Agreement which expired on June 30, 2013, shall remain status quo for Fiscal Year 2013-2014.

EXTENSION OF SIDE LETTERS TO EXPIRE JUNE 30, 2014


- Education and Professional Incentive Pay
- Pilot Wellness Program

** This agreement is considered tentative and shall not be considered final or binding until ratified by the Union membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in this document is not part of the Tentative Agreement.*

FOR THE CITY:

 2/6/14
Jennifer Schembri Date
Deputy Director of Employee Relations

FOR THE UNION:

 2/5/2014
Robert Sapien, Jr. Date
President
San Jose Fire Fighters, IAFF Local 230